



DEPARTMENT OF THE ARMY
U.S. TOTAL ARMY PERSONNEL COMMAND
ALEXANDRIA, VA
22332-0406

REPLY TO
ATTENTION OF

TAPC-PLC (611-1a)

7 August 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Notification of Future Change to DA Pam 611-21, E-0304-8, Revision of Career Management Field (CMF) 96 (Military Intelligence)

1. PURPOSE. Provide notification of approved changes to the Military Occupational Classification and Structure for implementation.
2. COORDINATION. This change (enclosure 1) has been coordinated with affected HQDA principal staff agencies and MACOM commanders per AR 25-30 and AR 611-1 for publication in the next DA Pam 611-21.
3. SUMMARY OF SIGNIFICANT CHANGES.
 - a. Revises MOS 96B (Intelligence Analyst) specification qualifications for accessions and MOS reclassifications. Revises the standards of grade (SG) tables (Tables of Organization and Equipment (TOE), Modified Tables of Organization and Equipment (MTOE) and Tables Distribution and Allowances (TDA) to capture grading changes and adds grading guidance for MI Theater Support Battalions (TSB), Company(s), Teams and Theater Intelligence Brigades (TIB) and Theater Intelligence Groups (TIG).
 - b. Revises MOS 96D (Imagery Analyst) specification qualifications for accessions and MOS reclassifications. Revises the SG tables TOE/MTOE and TDA to capture grading changes and adds grading guidance for MI TSB, Company(s), Teams, TIB and TIG. Establishes additional skill identifier (ASI) J4 (MASINT Data Analyst) for association with MOS 96D.
 - c. Revises MOS 96H (Common Ground Station (CGS) Operator) specification duties, qualifications for accessions and MOS reclassifications. Revises physical requirements. Revises SG TOE/MTOE and TDA to capture grading changes and adds grading guidance for TSB, Company(s), Teams, TIB and TIG.

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d. Revises MOS 96R (Ground Surveillance Systems Operator) specification qualifications for accessions and MOS reclassifications. Revises the SG tables TOE/MTOE and TDA to capture grading changes and adds grading guidance for MI TSB, Company(s), Teams and TIB and TIG. Selected duties, functions, positions and personnel in grades PFC through SGT and SFC and associated with ground surveillance systems (GSS) "TOE Surveillance TRP-BCT-Sensor Platoon" transferred to new MOS 98P (Intelligence Multi-Sensor Operator).

e. Revises MOS 96U (Tactical Unmanned Aerial Vehicle (TUAV) Operator) specification qualifications for accessions and MOS reclassifications. Revises the physical requirements and SG tables TOE/MTOE and TDA to capture revised grading changes.

f. Revises MOS 96Z (Intelligence Senior Sergeant) specification qualifications for MOS reclassifications. Revises the SG tables TOE/MTOE and TDA to capture grading changes and adds grading guidance for MI TSB, Company(s), TIB and TIG.

g. Revises MOS 97B (Counterintelligence Agent) specification duties and qualifications for accessions and MOS reclassifications. Revises the SG tables TOE/MTOE and TDA to capture grading changes and adds grading guidance for MI TSB, Company(s), Teams, TIB and TIG

h. Revises MOS 97E (Human Intelligence Collector) specification duties and qualifications for accessions and MOS reclassifications. Revises SG tables TOE/MTOE and TDA to capture grading changes and adds grading guidance for MI TSB, Company(s), Teams, TIB and TIG.

i. Revises MOS 97L (Translator/Interpreter) specification ASI's and SG grade table TOE/MTOE and TDA.

j. Revises MOS 97Z (Counter Intelligence/Human Intelligence Senior Sergeant) specification qualifications for reclassification requirements.

k. Revises enlisted table 12-2 for additional skill identifier (ASI). Establishes ASI J4 (MASINT Collector and Analyst) for use with MOS 96D.

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4. IMPLEMENTATION.

a. Training strategy. There will be no change to the current training strategy.

b. Army Recruiting Information Support System (ARISS). This revision will require a change to be made to ARISS.

c. Position/personnel reclassification guidance (enclosures 2 and 3 respectively).

d. Changes to TOE will be included in the Consolidated TOE Update (CTU) 0304.

e. Position reclassification, to include revision of duty position titles, grades and identifiers, will be accomplished during the FY06 Command Plan to all TDA and MTOE documents in effect on and after 1 October 2005

f. Personnel reclassification, to include any required revision to personnel records, publication of orders, and/or submission of SIDPERS transactions, will be accomplished by the affected soldiers Personnel Service Center as follows.

(1) Active Component. 1 June - 30 September 2005.
Effective date of reclassification will be 30 September 2005.

(2) Reserve Component. 1 May - 31 August 2006.
Effective date of reclassification will be 31 August 2006.

(3) As an exception to the above timelines, award of ASI J4 may begin on and after 1 April 2003. Effective date of award will be date of training completion.

g. Supporting documents. To assist in application of this revision, an extract of TOE positions from The Army Authorization Documentation System (TAADS) (enclosure 4) and an extract of TOE positions from the Requirements Documentation System (enclosure 5) containing positions identified as affected by this revision is provided. Specific units and positions identified in the enclosures may be invalid in future documents and all positions affected by the proposal may not be included in the enclosures.

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h. Milestones (AR 611-1, table 3-1). The following milestones, required to update manpower and personnel systems, will occur prior to publication in the next update to DA Pam 611-21.

(1) 31 October 2002 - Close MOCS window and consolidate approved changes (ODCSPER/PERSCOM).

(2) 30 June 2002 - Update POSC-Edit File (PERSCOM).

(3) 31 December 2002 - Forward TOE POSC-Edit Tape to USAFMSA for the 0304 CTU (PERSCOM).

(4) 31 March 2003 - Submit DA Pam 611-21 update to USAPA (PERSCOM).

5. POINT OF CONTACT. The PERSCOM action officer is Mr. Robert Archambault, Jr., DSN 221-2080, commercial (703) 325-2080, FAX 221-0657, or E-mail robert.archambault@hoffman.army.mil.

FOR THE COMMANDER:

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as

/Original Signed/
L. M. RIVAS
Chief
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10-306. 97B--Counterintelligence Agent (CI Agent), CMF 96

a. *Major duties.* The CI agent supervises and conducts, or assists in conducting, CI surveys and investigations of individuals, organizations, and installations, and activities affecting the protection of national infrastructure to detect, identify, assess, counter, exploit and neutralize threats to national security. Performs and supervises analysis of friendly vulnerabilities to human, signals, and imagery intelligence collection by Foreign Intelligence Security Services (FISS AR 381-20) and recommends countermeasures. Utilizes CI/HUMINT reporting and communications equipment. Duties outside this scope are authorized only with approval of HQDA, ~~ODCSINT~~ODCS G2. Duties for MOS 97B at each level of skill are:

(1) *MOSC 97B10.* Under supervision, conducts security investigations, processes counterintelligence (CI) evidence, prepares and disseminates information to CI echelons. Provides CI services and support to force protection operations at all echelons as directed. Participates in Counterintelligence Force Protection Source Operations (CFSO). Performs CI support to anti-terrorism operations. Prepares and operates recording and photographic equipment. Consolidates intelligence data, produces and maintains CI analytical products. Participates as in liaison (at all echelons when directed). Maintains CI files and data bases. Maintains the friendly force, and Foreign Intelligence Services (FIS) threat CI databases.

(2) *MOSC 97B20.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Plans and ~~c~~-conducts sabotage, espionage, treason, and sedition investigations. Conducts liaison with foreign agencies. Plans and conducts CI investigations. Applies fundamentals of military and civil law. Detects, neutralizes, and exploits CI targets. Conducts Counterintelligence Force Protection Source Operations (CFSO). Conducts overt collection, surveillance and non-technical operations. Assists in counterespionage investigations and operations. Provides counter human intelligence (C-HUMINT) support for ~~counterintelligence (CI)~~ analytical products. Prepares CI reports and estimates. Performs CI support to threat vulnerability assessments.

(3) *MOSC 97B30.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Plans and conducts CI operations, to include: analyzing, selecting, exploiting, and neutralizing CI targets. Supervises and plans CI services and support. Plans and executes counterespionage operations and investigations. Plans and conducts CFSO operations. Supports offensive and defensive CI ~~and~~ collection operations. Writes, edits, and disseminates CI products and reports. Conducts CI analysis.

(4) *MOSC 97B40.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Oversees CI services investigations, operations, collection and reports. Supervises CFSO. Performs operational and case control reviews. Supervises and directs investigations and special operations. Plans and supervises CI operations. Reviews CI related reports and plans.

(5) *MOSC 97B50.* Performs duties shown in preceding skill level and provides guidance to subordinate soldiers. Plans, coordinates, and supervises intelligence operations and training.

b. *Physical demands rating and qualifications for initial award of MOS.* CI agents must possess the following qualifications:

- (1) A physical demands rating of medium.
- (2) A physical profile of 222221.
- (3) Normal color vision.
- (4) Qualifying Scores.

(a) A minimum score of 105 in aptitude area ST on Armed Services Vocational Aptitude Battery (ASVAB) tests administered prior to 2 January 2002.

(b) A minimum score of 102 in aptitude area ST on ASVAB tests administered on and after 2 January 2002.

(5) The soldier must meet TOP SECRET (TS) security clearance and Sensitive Compartmented Information (SCI) access eligibility requirements. An interim TS clearance with SCI access meets this requirement.

(6) A high school graduate or equivalent.

(7) Demonstrates clear enunciation and comprehension of English and good standard English grammar skills.

(8) Never been a member of the U.S. Peace Corps, except as specified in AR 614-200, (para 3-2).

(9) MOS closed for reclassification at MSG, except for those soldiers within CMF 96.

(109) No information in military personnel, Provost Marshal, intelligence, or medical records which would prevent the granting of security clearance under AR 380-67 (para 3.401.a).

(110) No record of conviction by court-martial.

(121) No record of conviction by a civil court for any offense other than minor traffic violations.

(132) Be interviewed per DA Pam 600-8, procedure 3-33, as applicable.

(143) The soldier must be a U.S. citizen. Members of immediate family (see 14b) must also be U.S. citizens. Soldier and immediate family can be naturalized citizens. If naturalized, there is no minimum residency requirement.

(154) Soldier and spouse must not have immediate family members who reside in a country within whose boundaries physical or mental coercion is known to be common practice, either against--

(a) Persons accused of or acting in the interest of the U.S. or

(b) The relatives of such persons to whom they may reasonably be considered to be bound by ties of affection, kinship, or obligation. Immediate family for both soldier and spouse will include -- both blood and step--: parents, spouse, children, sisters, brothers, any other living blood relative, or a person in loco parentis per AR 600-8-10.

(165) Have neither commercial nor vested interest in a country within whose boundaries physical or mental coercion is known to be a common practice against persons acting in the interest of the U.S. This requirement applies to the soldier's spouse as well.

(176) A minimum age of 19 years, 6 months for award of MOS 97B10 and a minimum age of 21 for accreditation as CI agent.

(187) Meet selection criteria and classification and assignment restrictions contained in AR 601-210 and AR 614-200.

(198) Meet career management and development criteria contained in AR 614-200 and DA Pam 352-4.

(2019) Formal training (completion of MOS 97B course conducted under the auspices of U.S. Army Intelligence Center) mandatory.

(210) Satisfactorily complete a one-year probation period after CI training.

(221) Be advised that due to the nature of training and assignments, temporary restrictions may be placed on foreign travel both during and after the term of service.

c. Additional skill identifiers.

~~(1) B3--Advanced Army Competitive Shooter.~~

~~(21)~~ G9--Defense Against Sound Equipment (DASE).

~~(32)~~ N7--Strategic Debriefing.

~~(43)~~ P5--Master Fitness Trainer.

~~(54)~~ S7--Foreign Counterintelligence (skill level 2 through 5 only).

~~(65)~~ 2B--Air Assault (personnel only).

~~(76)~~ 2S--Battle Staff Operations (skill level 3 and above).

~~(87)~~ 4A--Reclassification Training.

(~~98~~) 5W--Jumpmaster (personnel only).
(~~109~~) 6T--Military Auditor (Reserve Component personnel only).
(~~1110~~) 8P--Competitive Parachutist (skill level 2-4 personnel
only).
~~SCT and above~~).

d. *Physical requirements and standards of grade.* Physical requirements and SG relating to each skill level are listed in the following tables:

- (1) *Table 10-97B-1.* Physical requirements.
- (2) *Table 10-97B-2.* Standards of grade TOE/MTOE.
- (3) *Table 10-97B-3.* Standards of grade TDA.

Table 10-97B-2

Standards of grade TOE/MTOE for MOS 97B

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
1	CI AGENT CI STRAT DEBRFR SP FCI SPECIALIST	97B1O 97B1L 97B1P 97B1S 97B1ON7 <u>97B1OS7</u> <u>97B1OS7</u>	PFC	1	1	1	2	2	2	2	3	3		1. Grades of additional positions will be in same pattern and applied to the aggregate within the same section, paragraph to include ASI's. 2. ASI's will not be graded separately. 3. Grading pattern will be used for all positions not when specifically identified by any other line. 4. Strategic debriefing positions will be coded with ASI N7. 5. Foreign Counter-intel position will be coded with ASI S7.
2	CI AGENT CI STRAT DEBRFR SP	97B1O 97B1L 97B1P 97B1S 97B1ON7	SPC	1	1	1	2	2	2	3	3	3	4	
3	CI AGENT CI STRAT DEBRFR SP	97B2O 97B2L 97B2P 97B2S 97B2ON7	SGT			1	1	1	1	1	2	2	2	
4	CI SERGEANT CI STRAT DEBRFR SGT	97B3O 97B3L 97B3P 97B3S 97B3ON7	SSG						1	1	1	1	1	
Reserve linguist (97BL) only (lines 5-8)														
5	CI AGENT	97B1L	SPC	1	1	1	2	2	2	3	3	3		1. Grades of additional positions will be in same pattern. 2. Grading pattern will be

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Standards of grade TOE/MTOE for MOS 97B

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														used for all RC linguist positions when not provided by any other line. 3. Grade SFC authorized in all linguist teams with four or more soldiers when no commissioned or warrant officer not provided for.
6	CI AGENT	97B2L	SGT	1	1	1	2	2	2	2	2	3	4	
7	CI SERGEANT	97B3L	SSG			1	1	1	2	2	2	2	2	
8	SR CI SERGEANT	97B4L	SFC							1	1	1	1	
9	VEHICLE DRIVER	97B1O 97B1L	PFC											Subsequent driver positions also graded PFC.
<u>10</u>	<u>CI AGENT</u>	<u>97B1O</u>	<u>PFC</u>											<u>1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4.</u> <u>2. A&C Co, EAC, MI Theater Intelligence Group (TIG), CI Tm (3), USARPAC.</u>
<u>11</u>	<u>CI AGENT</u>	<u>97B1O</u>	<u>SPC</u>											<u>1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4.</u> <u>2. A&C Co, EAC, MI TIG, CI Tm (3), USARPAC.</u>
<u>10</u> <u>12</u>	CI AGENT CI STRAT DEBRFR SP FCI SPECIALIST DASE SPECIALIST	97B2O 97B2L 97B2P 97B2S <u>97B2OG9</u> <u>97B2OG9</u> 97B2ON7 97B2OS7	SGT											1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4. 2. HHC, Ranger Regt. 3. HHC, Army Sig Cmd, Fwd. 4. TSCM Tm and MI Tm, TSCM. 5. HHD, MI Gp, CI, SHAPE. 6. Spt Co, SF Gp, Abn (use with SQI S). 7. HHC, PSYOP Gp and PSYOP Gp Abn (use with SQI S).

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Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														8. HHC, MI Bde, EAC (2). 9. Joint Task Force (JTF). 10. HHC, Corps and Abn Corps (use with SQI P). 11. Rear Ops Ctr, Corps. 12. MI Co, BCT (6). 13. HHD MI Grp CI (EAC). <u>14. A&C Co, EAC, MI TIG, CI</u> <u>Tm, USARPAC.</u>
11	CI SERGEANT	97B3O	SSG											1. Numbers in (#) indicate total of multiple positions in organizations less those graded by lines 1 through 4.
<u>13</u>	CI STRAT DEBRFR SGT	97B3L												2. HHC, Aslt Hel Bn (SOA).
	FCI SERGEANT	97B3P												3. HHC, Ranger Regt.
	DASE SERGEANT	97B3S												4. Land Information Warfare Ctr, Tm 1, 2, 3, 4 and 5.
		97B3OG9												5. MI Region V Hq CF , SHAPE (2). <u>Use one with ASI G9.</u>
		<u>97B3OG9</u>												6. Field Office SHAPE.
		97B3ON7												7. CI Resident Office Tm and MI CI Resident Office Tm.
		97B3OS7												8. CI Element Hq Tm.
														9. TSCM Tm and MI Tm TSCM (use with ASI G9).
														10. Land Info Warfare Ctr.
														11. Spt Co, SF Bn, Abn (use with SQI S).
														12. HHC and HHD, MI Bn, STRAT-Strat SIGINT.
														13. Hq & Ops Co, MI Bn, Sig, EAC.
														14. MI Co, ACR.
														15. MI Co, Sep Bde and Bde, Enhanced.
														16. HHOC, MI Bn, AASLT, Abn (use with SQI P), LID, Hvy

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Table 10-97B-2
Standards of grade TOE/MTOE for MOS 97B

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Standards of grade TOE/MTOE for MOS 97B

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														Abn (use with SQI P), Hvy, LID and FXXI.
														18 19. Analysis and Control Co.
														19 20. CI/HUMINT Tm.
														20 21. HHSC, Ops Bn, EAC.
														21 22. HHC, MI Bn, CI, EAC.
														22 23. HHC, MI Bn, Coll & Expl, EAC.
														23 24. Joint Task Force (JTF).
														24 25. HHC, Corps and Abn Corps (use with SQI P).
														25 26. HHC, Abn SF Gp.
														26 27. Spt Co, SF Grp, Abn.
														+(use with SQI S).
														28. <u>HHD, MI Theater Support Battalion (TSB), EAC, Combined S2/S3 Sec, USAREUR and USARPAC (RC).</u>
														29. <u>HHD, MI TIB, EAC, Combined S2/S3 Sec, ARCENT and USFK.</u>
														30. <u>HHD, MI TIG, EAC, Combined S2/S3 Sec, USAREUR, USARSO and USARPAC.</u>
														31. <u>HHD, C&E Bn, EAC, MI TIB, Combined S2/S3 Sec, ARCENT and USFK.</u>
														32. <u>CI Co #1 and #2, EAC, MI TIB, CI Elm Hq, ARCENT and USFK.</u>
														33. <u>HHD, TSB, EAC, MI TIB, Combined S2/S3, ARCENT (RC).</u>
														34. <u>HHD, C&E Bn, EAC, MI TIG, Combined S2/S3 Sec, USARSO, USARPAC and USAREUR.</u>
														35. <u>CI Co #1, EAC, MI TIB,</u>

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Standards of grade TOE/MTOE for MOS 97B

Line	Duty position	Code	Grade	Number of positions*										Explanatory notes
				1	2	3	4	5	6	7	8	9	10	
														<u>CI Analysis Sec, USFK.</u> <u>36. CI Analysis Tm, TSB,</u> <u>EAC, USAREUR and USARPAC</u> <u>(RC).</u> <u>37. CI Force Prot Tm, TSB,</u> <u>EAC, USAREUR and USARPAC</u> <u>(RC).</u> <u>38. Aug, MI Gp, SHAPE.</u>
13 <u>15</u>	PLATOON SERGEANT	97B4O 97B4L 97B4P 97B4S	SFC											Principal NCO in MI Plt when MOS 97B is the predominate MOS.
14 <u>16</u>	DETACHMENT SERGEANT	97B4O 97B4L 97B4P 97B4S	SFC											Principal NCO of MI Det. Hq Sec with 75 or less soldiers when MOS 97B is the predominant MOS.
15 <u>17</u>	CH CI SERGEANT	97B5O 97B5L 97B5P 97B5S	MSG											1. Numbers in (#) indicate total of multiple positions in organizations less those graded by line 16. 2. HHD, MI Gp, CI, SHAPE.
16 <u>18</u>	FIRST SERGEANT	97B5M 97B5P 97B5S	1SG											Principal NCO in <u>a company.</u> MI Co Hq Sec with 75 or more soldiers.

- Notes:
1. *Blank spaces in this column indicate not applicable.
 2. Unless otherwise noted in explanatory notes, single lines provide for one position only.
 3. When TOE/MTOE organizations are supported by an augmentation TDA, augmentation (A) and base paragraph will be graded in the aggregate.
 4. When no grading guidance is provided by this table for coding TOE/MTOE, TRADOC MSCs and Non-TRADOC specified proponents (TOE Combat Developers) will coordinate with appropriate Branch Personnel Proponent USAIC&FH, Ft Huachuca (listed in AR 600-3) to support additional grading of manpower requirements.

